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WOMEN IN THE LABOUR FORCE
ALBERTA

RESEARCH DIVISION
DEPARTMENT OF MANPOWER AND LABOUR
EDMONTON, ALBERTA
APRIL, 1972

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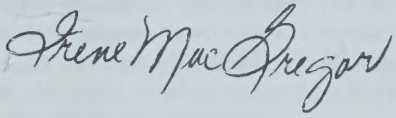
FOREWORD

This year for the first time, Alberta has its own published facts and figures on women in the Alberta labour force. The Alberta Department of Manpower and Labour is to be congratulated on publication of this information; the Department's Labour Research Division commended for their compilation and interpretation of statistics.



Irene MacGregor (Mrs.)
Director
Alberta Women's Bureau

HIGHLIGHTS

- In 1971, the female labour force numbered 217,000, an increase of 70.1% since 1961. (Table 1)
- In 1970 women comprised 70.5% of all persons employed in clerical occupations, and 56.2% of all persons employed in service occupations. (Table 4)
- In 1969, 24.5% of all union members were women. (Table 5)
- In 1969, the average percentage difference in men's over women's earnings for all manufacturing industry groups was 88.6%. (Table 13)
- In 1971 the average percentage difference in men's over women's salaries for all occupational categories in Alberta, was 27.2%. (Table 10)

INTRODUCTION

The twentieth century has seen a significant change occuring in the composition of the labour force in Alberta. Women's skills are being utilized more fully and more creatively than ever before. The participation rate of women increased by only 3% from 1911 to 1941, while during the next thirty years the rate rose from 15.7% to 39.4%. During this period (1941-71) the total labour force increased by 352,952; 176,576 women compared with 174,357 men. These figures illustrate the striking advance in the proportion of women in the work force in the past 30 years.

Traditionally women have been assigned to positions of lesser responsibility and have received lower rates of pay than men. This was accepted in the first half of the century because of the negative attitudes toward working women as well as the fact that they formed such a small percentage of the work force. World War II necessitated greater participation by women and the trend has continued.

Societal censure of working women has decreased considerably over the years, however inequalities remain concerning pay rates and equal opportunity.

Today women are beginning to realize their capabilities and are demanding that they be recognized in the form of equal pay for equal work and the right to hold responsible positions.

The purpose of this report is to provide a comprehensive view of women in the Alberta labour force. It provides breakdowns of the participation of women in the labour force by industry and occupation as well as comparison of the rates of pay of men and women.

GENERAL COMMENTS

- The term "population" as used in the tables refers to persons 15 years and over unless otherwise specified.
- In regards to the male-female salary rates for selected occupations, no allowance was made for experience, age or special qualifications. To some extent this may explain the frequent disparity in male-female rates in some positions.

  The relatively small number of persons reported in some positions may bias the true range.

TABLE OF CONTENTS

	Page
Foreword	iii
Highlights	iv
Introduction	v
General Comments	vi
Table 1 — Population, Labour Force, and Participation Rates, By Sex, For Specified Years, 1911 to 1971, Alberta	3
Table 2 — Employed and Unemployed Labour Force, Showing Number and Percentage Distribution, and the Rate of Unemployment by Sex, Alberta, 1968, 1969, and 1970	4
Table 3 — Total Labour Force in Selected Industries, By Sex, Showing Women as a Percentage of Men and Women, and the Percentage Distribution of Women by Industry, Alberta, 1961 and 1970	5
Table 4 — Total Labour Force in Selected Occupational Categories, by sex, Showing Women as a Percentage of Men and Women, and the Percentage Distribution of Women by Occupational Category, Alberta, 1961 and 1970	6
Table 5 — Women Members of all Reporting Labour Organizations in Alberta, 1965 — 1969	7
Table 6 — Men and Women Employed in Manufacturing Industries, by Industry Group and by Type of Worker, Showing Women as a Percentage of Men and Women, and the Percentage Distribution of Women by Industry Group, Alberta, 1967	9
Table 7 — Men and Women Employed in Manufacturing Industries, by Size of Industry and by Type of Worker, Showing Women as a Percentage of Men and Women, and the Percentage Distribution of Women by Industry Group, Alberta, 1966	10
Table 8 — Average Salary Rates Per Month in Selected Industries and for Selected Occupations, Showing Male and Female Rates for Similarly-Described Occupations, and the Percentage Difference in Male Over Female Rates, Alberta, 1969 and 1970	11
Table 9 — Average Salary Rates Per Week in all Industries and for Selected Occupations Showing Male and Female Rates for Similarly-Described Occupations, and the Percentage Difference in Male Over Female Rates, Two Alberta Cities, October 1, 1969 and 1970	13
Table 10 — Employed Labour Force, Showing Weighted Average Salary for Edmonton, Calgary and Alberta, and Showing % Difference in Men's Over Women's Salaries for Alberta, August 1, 1971	15
Table 11 — Median Annual Salaries of Elementary and Secondary Teachers and Principals in Public Schools by Province, Showing Percentage Difference in Men's Salaries Over Those of Women, 1969-70	16

Table 12 — Average Hourly Earnings of Wage Earners by Manufacturing-Industry Group, and by Sex, Showing % Change 1966 to 1969, and Percentage Difference in Men's Salaries Over Those of Women, Alberta, 1966 and 1969 17

Table 13 — Average Weekly Salaries of Salaried Employees by Manufacturing-Industry Group, and by Sex, Showing Percentage Change 1966 to 1969, and Percentage Difference in Men's Over those of Women, Alberta, 1966 and 1969 18

Table 14 — Employees in Establishments Under Federal Jurisdiction, by Province and by Sex, Showing Women as a Percentage of the Total, June, 1970 19

Table 15 — Median Annual Earnings of Engineers and Scientists Working for Employers in Canada, by Sex, Showing Percentage Difference in Male Over Female Earnings, 1966 20

women in the labour force

Alberta

TABLE 1 SIZE OF LABOUR FORCE

Table 1 shows population 15 and over and the labour force, men, women; and total as well as participation rates, for specified years from 1911 to 1971.

In 1971 the total number of working women was 217,000 compared with a decade ago when the total was 127,550.

The participation rate of women has been increasing steadily from 12.7% in 1911, to 39.4% in 1971.

TABLE 1

POPULATION, LABOUR FORCE, AND PARTICIPATION RATES, BY SEX, FOR SPECIFIED YEARS, 1911 TO 1971, ALBERTA.

Year	Population 15 and Over			Labour Force			Participation Rate	
	Men	Women	Total	Men	Women	Total	Men %	Women %
1911	161,732	91,567	253,299	149,147	11,664	160,811	92.2	12.7
1921	215,591	159,137	374,728	194,497	21,087	215,584	90.2	13.2
1931	279,370	213,257	492,627	252,315	33,425	285,740	90.3	15.7
1941	310,860	256,857	567,717	271,634	40,424	312,058	87.4	15.7
1951	346,247	306,448	652,695	290,931	62,566	353,497	84.0	20.4
1961	448,820	413,800	862,620	361,961	127,550	489,511	80.6	30.8
1971*	565,000	551,000	1,116,000	446,000	217,000	664,000	78.9	39.4

SOURCE: DBS, 1961 Census of Canada, Series 3.1, Historical Tables, Cat. No. 94-501.

* 1971 Figures obtained from Statistics Canada Labour Force Estimates.

NOTE: 1971 Population figures show those 14 years and over.

TABLE 2

EMPLOYMENT AND UNEMPLOYMENT RATES

Table 2 shows the number and percentage distribution, by sex of the employed and unemployed labour force, as well as the rate of unemployment by sex for the years 1968, 1969 and 1970.

In 1970, women comprised one-third of the employed labour force but made up only 21.4% of the unemployed labour force.

During the same year the unemployment rate for women was 2.8% compared with a rate of 5.0% for men.

TABLE 2

EMPLOYED AND UNEMPLOYED LABOUR FORCE*, SHOWING NUMBER AND PERCENTAGE DISTRIBUTION, AND THE RATE OF UNEMPLOYMENT BY SEX, ALBERTA, 1968, 1969, AND 1970.**

Year	Sex	Employed Labour Force		Unemployed Labour Force		Rate of Unemployment By Sex
		Number (000)	Percentage Distribution	Number (000)	Percentage Distribution	%
1968	Men	400	68.3	15	83.3	3.6
	Women	186	31.7	3	16.7	1.6
	Total	586	100.0	18	100.0	3.0
1969	Men	410	67.1	14	82.4	3.3
	Women	201	32.9	3	17.6	1.5
	Total	611	100.0	17	100.0	2.7
1970	Men	415	66.7	22	78.6	5.0
	Women	207	33.3	6	21.4	2.8
	Total	622	100.0	28	100.0	4.3

SOURCE: * Statistics Canada, Labour Force Estimates.

** Estimated.

TABLE 3

LABOUR FORCE DISTRIBUTION BY INDUSTRY

Table 3 shows the total labour force in selected industries by sex, women as a percentage of men and women in industries, and the percentage distributions of women by industry for 1961 and 1970.

In 1970, women comprised 59.9% of all those employed in the community, business and personal service industries, and 55.6% of those employed in finance, insurance and real estate.

In 1970, 50.7% of the employed women were working in community, business and personal service industries, 17.2% were in trade industries, and 7.0% were in public administration and defence.

TABLE 3

TOTAL LABOUR FORCE IN SELECTED INDUSTRIES, BY SEX, SHOWING WOMEN AS A PERCENTAGE OF MEN AND WOMEN, AND THE PERCENTAGE DISTRIBUTION OF WOMEN BY INDUSTRY, ALBERTA, 1961 AND 1970.

	1961*				1970**			
Industry	Men	Women	Women as a % of Men and Women	Percentage Distribution of Women	Men	Women	Women as a % of Men and Women	Percentage Distribution of Women
Agriculture	90,033	13,540	13.1	10.6	85,000	13,000	13.3	6.0
Other primary industries	18,644	2,329	11.1	1.9	20,000	4,000	16.7	1.9
Manufacturing	34,923	7,294	17.3	5.7	54,000	11,000	16.9	5.1
Construction	36,184	1,176	3.1	0.9	44,000	1,000	2.2	0.5
Transportation, communication and utilities	40,913	6,522	13.7	5.1	46,000	10,000	17.9	4.6
Trade	56,027	24,069	30.0	18.9	74,000	37,000	33.3	17.2
Finance, insurance and real estate	7,940	6,755	46.0	5.3	12,000	15,000	55.6	7.0
Community, business and personal service	37,057	56,367	60.3	44.2	73,000	109,000	59.9	50.7
Public administration and defence	32,226	6,401	16.6	5.0	27,000	15,000	35.7	7.0
Unspecified	8,014	3,097	27.9	2.4	—	—	—	—
All industries	361,961	127,550	26.0	100.0	435,000	215,000	33.1	100.0

SOURCE: * DBS, 1961 Census of Canada, Series 3.2, Industries by Sex, Canada and Provinces, Cat. No. 94-518, Statistics Canada, Labour Force Survey.

** 1970 — Estimated.

TABLE 4

LABOUR FORCE DISTRIBUTION BY OCCUPATION

Table 4 shows the total labour force in selected occupational categories by sex; women as a percentage of men and women in occupations; and the percentage distribution of women by occupational category, for 1961 and 1970.

In 1970, women comprised 70.5% of persons employed in clerical occupations, and 56.2% of persons employed in service and recreation occupations.

In 1970, 28.8% of employed women were working in clerical occupations; 23.3% were working in service and recreation occupations; and 20.0% were in professional and technical occupations.

TABLE 4

TOTAL LABOUR FORCE IN SELECTED OCCUPATIONAL CATEGORIES, BY SEX, SHOWING WOMEN AS A PERCENTAGE OF MEN AND WOMEN, AND THE PERCENTAGE DISTRIBUTION OF WOMEN BY OCCUPATIONAL CATEGORY, ALBERTA, 1961 AND 1970.

Occupation	1961*				1970**			
	Men	Women	Women as a % of Men and Women	Percentage Distribution of Women	Men	Women	Women as a % of Men and Women	Percentage Distribution of Women
Managerial	37,883	3,808	9.1	3.0	53,000	7,000	11.7	3.3
Professional and technical	26,521	20,058	43.1	15.7	49,000	43,000	46.7	20.0
Clerical	19,471	35,846	64.8	28.1	26,000	62,000	70.5	28.8
Sales	19,958	11,671	36.9	9.2	26,000	22,000	45.8	10.2
Service and Recreation	28,735	30,320	51.3	23.8	39,000	50,000	56.2	23.3
Transportation and Communication	25,083	3,178	11.2	2.5	25,000	6,000	19.4	2.8
Craft, production and related workers	78,135	5,314	6.4	4.2	107,000	8,000	7.0	3.7
Labourers and unskilled workers	117,907	14,170	10.7	11.1	110,000	17,000	13.4	7.9
Not stated	8,268	3,185	27.8	2.5	--	--	--	--
All occupational categories	361,961	127,550	26.0	100.0	435,000	215,000	33.1	100.0

SOURCE: *DBS, 1961 Census of Canada, Series 3.1, Occupations by Sex, Canada and Provinces, Cat. No. 94-503, Statistics Canada, Labour Force Survey.

** 1970 – Estimated.

TABLE 5 UNION MEMBERSHIP

Table 5 shows total locals, locals reporting women members, percent of locals reporting women members, total members, women members and percent of women members.

In 1969, 320 locals, out of a total of 577 reported women members. There were 29,349 women, 24.5%, in a membership of 119,998.

TABLE 5

WOMEN MEMBERS OF ALL REPORTING LABOUR ORGANIZATIONS IN ALBERTA, 1965 – 1969.

Year	Total Locals	Locals Reporting Women Members	Percentage of Locals Reporting Women Members	Total Members	Women Members	Percentage of Women Members
1965	496	221	44.6	85,550	13,556	15.8
1966	504	238	47.2	90,852	13,954	15.4
1967	537	272	50.7	97,462	18,594	19.1
1968	580	310	53.5	109,871	25,882	23.6
1969	577	320	55.5	119,998	29,349	24.5

SOURCE: Statistics Canada, Report for 1969, Corporation and Labour Unions Returns Act.

TABLE 6

EMPLOYMENT IN THE MANUFACTURING INDUSTRY

Table 6 shows the number of men and women employed in manufacturing industries, as production workers or as administrative and office employees, by industry group; it also shows women as a percentage of men and women and the percentage distribution of women by industry group for 1967.

In 1967, women represented 15.3% of the production and related workers, and 21.0% of the administrative, office and other non-manufacturing employees.

Of the women employed in the manufacturing process, 29.2% were working in the clothing industries and 28.8% in the food and beverage industries.

TABLE 6

MEN AND WOMEN EMPLOYED IN MANUFACTURING INDUSTRIES, BY INDUSTRY GROUP AND BY TYPE OF WORKER, SHOWING WOMEN AS A PERCENTAGE OF MEN AND WOMEN, AND THE PERCENTAGE DISTRIBUTION OF WOMEN BY INDUSTRY GROUP, ALBERTA, 1967.

Industry Group	Production and Related Workers				Administrative, Office and Other Non-Manufacturing Employees			
	Men	Women	Women as a % of Men and Women	% Distribution of Women by Industry Group	Men	Women	Women as a % of Men and Women	% Distribution of Women by Industry Group
Food and beverage	7,015	1,500	17.6	28.8	4,077	1,173	22.3	35.6
Tobacco products	--	--	--	--	*	*	--	--
Rubber	*	*	--	--	*	*	--	--
Leather	72	37	33.9	0.7	15	2	11.8	0.1
Textile	187	218	53.8	4.2	107	31	22.5	0.9
Knitting mills	*	*	--	--	*	*	--	--
Clothing	183	1,516	89.2	29.2	150	79	34.5	2.4
Wood	3,890	286	6.8	5.5	930	168	15.3	5.1
Furniture and fixtures	758	171	18.4	3.3	131	65	33.2	2.0
Paper and allied	904	176	16.3	3.4	350	106	23.2	3.2
Printing, publishing and allied	1,542	387	20.1	7.4	780	468	37.5	14.2
Primary metal	1,835	--	--	--	665	122	15.5	3.7
Metal fabricating	3,784	91	2.3	1.8	1,195	246	17.1	7.5
Machinery	895	7	0.8	0.1	793	153	16.2	4.6
Transportation equipment	1,727	93	5.1	1.8	656	136	17.2	4.1
Electrical products	305	188	38.1	3.6	224	66	22.8	2.0
Non-metalic mineral products	2,421	255	9.5	4.9	660	141	17.6	4.3
Petroleum and coal products	732	1	0.1	0.0	274	41	13.0	1.2
Chemical and chemical products	1,496	29	1.9	0.6	856	170	16.6	5.1
Miscellaneous manufacturing	*	*	--	--	*	*	--	--
Total, industry groups for which data cannot be published	945	243	20.4	4.7	517	132	20.3	4.0
Total, all industries	28,691	5,198	15.3	100.0	12,380	3,299	21.0	100.0

* Confidential to meet secrecy requirements of The Statistics Act.

SOURCE: DBS, Manufacturing Industries of Canada, 1968 (Cat. No. 31-207, P. 72-5)

TABLE 7

EMPLOYEES BY SIZE OF FIRM

Table 7 shows the number of men and women employed in manufacturing industries, as production workers or as administrative and office employees, by size group of the industry; it also shows women as a percentage of men and women and the percentage distribution of women by industry group for 1966.

In 1966 women formed 16.0% of the production and related workers and 21.4% of the administrative, office and other non-manufacturing employees.

The largest concentration of women in the production work force was 29.5%, which occurred in industries with 500 to 1,499 employees. Of the administrative, office and other non-manufacturing employees, the largest concentration of women, 22.3% occurs in firms with 200 to 499 employees.

TABLE 7

MEN AND WOMEN EMPLOYED IN MANUFACTURING INDUSTRIES, BY SIZE OF INDUSTRY AND BY TYPE OF WORKER, SHOWING WOMEN AS A PERCENTAGE OF MEN AND WOMEN, AND THE PERCENTAGE DISTRIBUTION OF WOMEN BY INDUSTRY GROUP, ALBERTA, 1966.

Number of Employees	Production and Related Workers				Administrative, Office and Other Non-manufacturing employees			
	Men	Women	Women as a % of Men and Women	% Distribution of Women by Size Group of Industry	Men	Women	Women as a % of Men and Women	% Distribution of Women by Size Group of Industry
Under 5	662	94	12.4	1.8	237	127	34.9	3.9
5 – 14	2,748	382	12.2	7.3	858	449	34.4	13.9
15 – 49	5,155	913	15.0	17.6	1,882	505	21.2	15.7
50 – 99	4,238	678	13.8	13.1	1,390	339	19.6	10.5
100 – 199	5,743	793	12.1	15.3	1,846	388	17.4	12.0
200 – 499	5,456	799	12.8	15.4	2,959	719	19.5	22.3
500 – 1499	3,313	1,532	31.6	29.5	1,296	349	21.2	10.8
Head Offices, Sales Offices and Auxiliary Units	--	--	--	--	1,411	350	19.9	10.9
Total	27,315	5,191	16.0	100.0	11,879	3,226	21.4	100.0

SOURCE: DBS, Manufacturing and Primary Industries Division, Manufacturing Industries of Canada, Section H, 1965-66, Cat. No. 31-210 (Ottawa: Queen's Printer, 1971) P. 20.

TABLE 8

MONTHLY SALARY RATES IN SELECTED OCCUPATIONS

Table 8 shows average salary rates per month for men and women in similarly described occupations, and the percentage difference in male over female rates for 1969 and 1970.

In 1969 the largest percentage difference in male over female salary rates was 47.6%, in the occupation of laboratory assistant; while in 1970 the salary difference between male and female cooks, 25.5% was the largest.

TABLE 8

AVERAGE SALARY RATES PER MONTH IN SELECTED INDUSTRIES AND FOR SELECTED OCCUPATIONS, SHOWING MALE AND FEMALE RATES FOR SIMILARLY-DESCRIBED OCCUPATIONS, AND THE PERCENTAGE DIFFERENCE IN MALE OVER FEMALE RATES, ALBERTA, 1969 AND 1970.

Industry and Occupation	1969			1970		
	Average Salary Rates Per Month		Percentage Difference	Average Salary Rates Per Month		Percentage Difference
	Men	Women	%	Men	Women	%
	$	$		$	$	
Hospitals						
Laboratory Technician (medical)	511	476	7.4	565	538	5.0
Laboratory Assistant	471	319	47.6	408	351	16.2
X-Ray Technician	505	470	7.4	531	517	2.7
Cook	456	363	25.6	483	385	25.5
Assistant Cook	340	301	13.0	348	337	3.3
Hotels (less than 200 employees)						
Front Office Clerk	314	292	7.5	324	314	3.2

SOURCE: Canada Department of Labour, Economics and Research Branch, Wage Rates, Salaries and Hours of Labour 1969-70.

TABLE 9

WEEKLY SALARY RATES IN SELECTED OCCUPATIONS

Table 9 shows average salary rates per week for men and women in similarly described occupations, and the percentage difference in male over female salary rates, for Edmonton and Calgary, 1969 and 1970.

The average percentage difference in male over female salary rates in Edmonton decreased from 28.1% in 1969 to 24.1% in 1970.

The average percentage difference in male over female salary rates in Calgary decreased from 34.2% in 1969 to 33.7% in 1970.

TABLE 9

AVERAGE SALARY RATES PER WEEK IN ALL INDUSTRIES AND FOR SELECTED OCCUPATIONS SHOWING MALE AND FEMALE RATES FOR SIMILARLY-DESCRIBED OCCUPATIONS, AND THE PERCENTAGE DIFFERENCE IN MALE OVER FEMALE RATES, TWO ALBERTA CITIES, OCTOBER 1, 1969 AND 1970.

Industry and Occupation	1969						1970					
	Edmonton			Calgary			Edmonton			Calgary		
	Average Weekly Salary ($)		Percentage Difference	Average Weekly Salary ($)		Percentage Difference	Average Weekly Salary ($)		Percentage Difference	Average Weekly Salary ($)		Percentage Difference
	Men	Women	%	Men	Women	%	Men	Women	%	Men	Women	%
Accounting Clerk Junior	96	78	23.1	102	80	27.5	101	88	14.8	102	86	18.6
Accounting Clerk Senior	129	99	30.3	137	102	34.3	136	111	22.5	143	109	31.2
Bookkeeper Senior	132	100	32.0	145	98	48.0	139	108	28.7	154	103	49.5
Clerk Junior	70	68	2.9	88	72	22.2	76	73	4.1	93	76	22.4
Clerk Intermediate	100	89	12.4	113	90	25.6	113	93	21.5	114	96	18.8
Clerk Senior	135	111	21.6	144	101	42.6	137	114	20.2	150	112	33.9
Cost Accounting Clerk	112	84	33.3	118	87	35.6	120	88	36.4	128	93	37.6
Material Record Clerk	111	72	54.2	112	77	45.4	115	76	51.3	125	86	45.3
Order Clerk	109	76	43.4	106	76	39.5	115	80	43.8	118	81	45.7
Tabulating Machine Operator	101	--		112	92	21.7	109	111	(-1.8)	120	--	--

SOURCE: Wage Rates, Salaries and Hours of Labour 1969-70, Canada Department of Labour, Economics and Research Branch.

TABLE 10

MONTHLY SALARY RATES BY LOCATION

Table 10 shows the weighted average salaries per month, for men and women of the employed labour force in Edmonton, Calgary and Alberta; it also shows the percentage difference in men's over women's salaries for Alberta, August 1, 1971.

The greatest percentage difference in men's over women's salaries was 46.6% which occurred in the occupation of junior stockkeeper while the least percentage difference, 3.7% was found among X-ray technicians.

The average percentage difference in men's over women's salaries for all occupational categories shown on Table 10 is 27.2%.

TABLE 10

EMPLOYED LABOUR FORCE, SHOWING WEIGHTED AVERAGE SALARY FOR EDMONTON, CALGARY AND ALBERTA, AND SHOWING PERCENTAGE DIFFERENCE IN MEN'S OVER WOMEN'S SALARIES FOR ALBERTA, AUGUST 1, 1971.

Occupation	Edmonton		Calgary		Alberta		
	Men	Women	Men	Women	Men	Women	% Difference in Men's Over Women's Salaries
	Salary		Salary		Salary		
	Weighted Average		Weighted Average		Weighted Average		
	$	$	$	$	$	$	
Clerk Jr.	368	325	388	331	380	328	15.8
Clerk Int.	533	406	552	406	546	405	34.8
Clerk Sr.	649	473	672	475	662	471	40.6
Payroll Clerk	563	432	576	445	568	437	30.0
Accounting Clerk	630	489	642	479	633	485	30.5
Console Operator	639	486	557	524	591	507	16.6
Assistant Console Operator	505	483	493	437	501	461	8.7
Computer Programmer	762	564	713	620	739	581	27.2
Personnel Officer	785	621	757	564	787	600	31.2
Accountant	790	638	814	679	804	649	23.9
Office Supervisor	798	571	828	589	794	575	38.1
Purchasing Agent	615	470	662	434	640	455	40.7
Draftsman Jr.	562	519	554	494	564	500	12.8
Cook	490	410	506	395	495	393	26.0
Baker	422	423	509	399	477	410	16.3
Laundry Supervisor	529	418	516	442	540	409	32.0
X-Ray Technician	550	538	538	539	560	540	3.7
Jr. Stockkeeper	469	310	422	303	450	307	46.6
Order Desk Clerk	519	358	527	354	517	358	44.4
Warehouse Packer	447	491	510	445	486	441	10.2
Warehouse Shipping Clerk	566	400	530	458	553	429	28.9
Displayman	486	412	490	366	488	392	24.5
Salesclerk, Smallwares	446	321	443	312	432	310	39.4
Shoe Salesmen	475	351	473	386	466	360	29.4
Laboratory Assistant	529	397	519	416	541	400	35.2
Artist	663	513	689	605	674	563	19.7

SOURCE: Alberta Bureau of Statistics, Department of Industry and Tourism, Fifteenth Annual Report, Alberta Salary and Wage Rate Survey, August 1, 1971.

TABLE 11

ANNUAL SALARIES OF ELEMENTARY AND SECONDARY SCHOOL TEACHERS

Table 11 shows median annual salaries of elementary and secondary teachers and principals in public schools, and the percentage difference in men's salaries over those of women for the western provinces and an 8 province average, 1969-70.

In Alberta, men's salaries exceed women's by 28.5% in elementary public schools and by 19.7% in secondary public schools.

TABLE 11

MEDIAN ANNUAL SALARIES OF ELEMENTARY AND SECONDARY TEACHERS AND PRINCIPALS IN PUBLIC SCHOOLS BY PROVINCE, SHOWING PERCENTAGE DIFFERENCE IN MEN'S SALARIES OVER THOSE OF WOMEN, 1969-70.

Province	Elementary Public Schools			Secondary Public Schools		
	Men $	Women $	% Difference in Men's Over Women's Salaries	Men $	Women $	% Difference in Men's Over Women's Salaries
Manitoba	7,291	5,915	23.3	9,361	7,623	22.8
Saskatchewan	7,556	6,336	19.3	9,569	7,447	28.5
Alberta	8,737	6,798	28.5	9,531	7,961	19.7
British Columbia	8,678	7,264	19.5	9,840	8,550	15.1
Eight Provinces*	7,768	6,121	26.9	9,063	7,628	18.8

* Excluding Ontario and Quebec.

SOURCE: Canada Department of Labour, Women's Bureau, Women in the Labour Force 1970 Facts and Figures, P-57.

TABLE 12
HOURLY EARNINGS IN THE MANUFACTURING INDUSTRY

Table 12 shows the average hourly earnings of men and women wage earners by manufacturing industry group for 1966 and 1969, the percentage change in earnings from 1966 to 1969, and the percentage difference in men's earnings over those of women for 1969.

The percentage change in earnings from 1966 to 1969 was greater for women in every industry except metal fabrication, however the percentage difference in men's over women's earnings for 1969 averaged 46.1% for all manufacturing industry groups.

TABLE 12

AVERAGE HOURLY EARNINGS OF WAGE EARNERS BY MANUFACTURING-INDUSTRY GROUP, AND BY SEX, SHOWING PERCENTAGE CHANGE 1966 TO 1969, AND PERCENTAGE DIFFERENCE IN MEN'S SALARIES OVER THOSE OF WOMEN, ALBERTA, 1966 AND 1969.

Manufacturing-Industry Group	Men			Women			% Difference in Men's Over Women's Earnings for 1969
	1966 $	1969 $	% Change 1966-69	1966 $	1969 $	% Change 1966-69	
Manufacturing	2.44	3.15	29.1	1.51	1.98	31.1	59.1
Durable goods	2.36	3.12	32.2	1.47	2.03	38.1	53.7
Non-durable goods	2.50	3.19	27.6	1.52	1.96	28.9	62.8
Foods and beverages	2.35	3.02	28.5	1.68	2.25	33.9	34.2
Foods	2.34	3.01	28.6	1.68	2.27	35.1	32.6
Slaughtering and meat processing	2.64	3.34	26.5	2.10	2.96	41.0	12.8
Dairy products	2.14	2.89	35.0	1.35	—	—	—
Wood products	1.95	2.60	33.3	1.66	2.24	34.9	16.1
Metal fabricating industries	2.45	3.53	44.1	1.42	1.67	17.6	111.4
Transportation equipment	2.16	2.80	29.6	—	2.05	—	36.6
Non-metalic mineral products	2.55	3.38	32.5	—	2.38	—	42.0
Chemicals and chemical products	2.86	3.59	25.5	—	—	—	—

SOURCE: DBS Labour Division, Earnings and Hours of Work in Manufacturing, 1969, Cat. No. 72-204.

TABLE 13

WEEKLY EARNINGS IN THE MANUFACTURING INDUSTRY

Table 13 shows the average weekly salaries of men and women salaried employees by manufacturing – industry groups for 1966 and 1969, the percentage change in earnings from 1966 to 1969, and the percentage difference in men's earnings over those of women for 1969.

The percentage increase in salaries for men from 1966 to 1969 was generally greater than that of women.

In 1969 the average percentage difference in men's over women's earnings for all manufacturing industry groups was 88.6%.

TABLE 13

AVERAGE WEEKLY SALARIES OF SALARIED EMPLOYEES BY MANUFACTURING-INDUSTRY GROUP, AND BY SEX, SHOWING PERCENTAGE CHANGE 1966 TO 1969, AND PERCENTAGE DIFFERENCE IN MEN'S SALARIES OVER THOSE OF WOMEN, ALBERTA, 1966 AND 1969.

Manufacturing-Industry Group	Men			Women			% Difference in Men's Over Women's Earnings for 1969
	1966 $	1969 $	% Change 1966-69	1966 $	1969 $	% Change 1966-69	
Manufacturing	132.51	168.98	27.5	67.62	86.58	28.0	95.2
Durable goods	136.95	175.52	28.2	72.29	92.05	27.3	90.7
Non-durable goods	129.44	163.36	26.2	65.59	83.37	27.1	95.9
Food and beverages	120.13	151.45	26.1	65.10	84.13	29.2	80.0
Foods	117.50	150.45	28.0	64.14	81.40	26.9	84.8
Slaughtering and meat processing	125.79	158.35	25.9	73.26	88.14	20.3	79.7
Dairy products	96.16	127.77	32.9	55.44	72.46	30.7	76.3
Wood products	116.59	151.20	29.7	––	90.87	––	––
Metal fabricating industries	131.53	172.22	30.9	68.12	87.10	27.9	97.7
Transportation equipment	139.28	168.78	21.2	77.70	88.31	13.7	91.1
Non-metallic mineral products	136.20	192.14	41.1	––	113.13	––	––
Chemicals and chemical products	133.24	174.37	30.9	68.54	89.39	30.4	95.1

SOURCE: DBS Labour Division, Earnings and Hours of Work in Manufacturing, 1969. Cat. No. 72-204.

TABLE 14

EMPLOYEES UNDER FEDERAL JURISDICTION

Table 14 shows the number of men and women employees in industries under Federal jurisdiction, and women as a percentage of all employees for the western provinces and the Canadian and foreign total, June 1970.

In 1970, women formed 27.4% of employees in industries under Federal jurisdiction in Alberta.

TABLE 14

EMPLOYEES IN ESTABLISHMENTS UNDER FEDERAL JURISDICTION, BY PROVINCE AND BY SEX, SHOWING WOMEN AS A PERCENTAGE OF THE TOTAL, JUNE, 1970.

Province	Men	Women	Total	Women as a Percentage of the Total
Manitoba	25,001	6,031	31,032	19.4
Saskatchewan	13,372	3,262	16,634	19.6
Alberta	20,353	7,668	28,021	27.4
British Columbia	41,138	16,708	57,846	28.9
Canadian and foreign total	336,677	124,114	460,791	26.9

SOURCE: Canada Department of Labour, Women's Bureau, Women in the Labour Force, 1970 Facts and Figures.

TABLE 15

ANNUAL EARNINGS OF ENGINEERS AND SCIENTISTS

Table 15 shows the number and median annual earnings of men and women engineers and scientists, by field of employment, and the percentage difference in male over female earnings for 1966. It is not known whether women and men are holding the same occupations within the same field.

The median earnings of men exceed those of women by 54.5% for persons employed in the physical sciences in 1966. The median earnings of men exceed those of women by 37.4% for persons employed in the social sciences.

TABLE 15

MEDIAN ANNUAL EARNINGS OF ENGINEERS AND SCIENTISTS WORKING FOR EMPLOYERS IN ALBERTA, BY SEX, SHOWING PERCENTAGE DIFFERENCE IN MALE OVER FEMALE EARNINGS, 1966.

Field of Employment	Number		Median Earnings		Percentage Difference In Male Over Female Earnings
	Men	Women	Men	Women	
			$	$	%
Architecture	30	--	10,000	--	--
Engineering	2,152	--	11,375	--	--
Physical Sciences	897	21	11,280	7,300	54.5
Life Sciences	526	15	9,700	8,220	18.0
Social Sciences	246	33	10,450	7,607	37.4
Other	255	12	10,168	9,000	13.0
Not Stated	230	4	10,000	7,500	33.3
Final Total	4,336	87	10,860	7,700	41.0

SOURCE: Canada Department of Manpower and Immigration Research Branch, Unpublished data from the 1967 survey of Canada's Highly Qualified Manpower Resources.